INDIANA WORKFORCE DEVELOPMENT

TO: Chief Elected Officials
                WIB Chairs
                WIB Directors
                Program Directors

FROM: Alan Degner
                Commissioner

DATE: November 09, 2004

SUBJ: DWD Commissioner's Directive # 2004-14
                Program Year 2004 (PY'04) System and WIA Performance Levels and
                Incentive Awards Policy

RE: Workforce Investment Act, Wagner-Peyser and Unemployment Insurance

Purpose:

To convey the Department of Workforce Development's (DWD's) policy for establishing
local Workforce Investment Act (WIA) performance levels for Program Year 2004 (PY'04)
and the state's incentive awards policy for PY'04 system, WIA and Wagner-Peyser
performance. This policy reflects Department of Labor Training and Employment Guidance
Letter (TEGL) 7-99.

Rescissions:

None.

Content:

DWD recently completed its PY'04 WIA performance negotiations with the Department of
Labor. The PY'04 policy employs the same methodology we have used for the past few
years. Following the suggestion of local WIA Directors, DWD developed an adjustment
method for WIA performance measures that takes into account a continuous improvement
strategy. For all measures (except customer satisfaction) the following strategy was used to
establish levels:

1. The state's negotiated level for each measure is used as the departure point.
2. Each WSA's performance for PY'01 and PY'02 is compared to the departure point.
3. If both levels are below the departure point, the higher of the two levels is selected and the performance level is set at the average of this level and the departure point.
4. If both levels are above the departure point, the lower of the two levels is selected and the performance level is set at the average of this level and the departure point.
5. If one level is above the departure point, and one level is below the departure point, the departure point is selected as the performance level.

The dissolution of the Madison-Grant WSA will have no effect on the WIA performance levels set for other WSAs. The performance levels for the WIB or WIBs receiving Madison and Grant counties will be based solely on the historical performance of the destination WIB(s) as described above.

The performance levels for the WIA measures are attached to this directive.

As an alternative to this adjustment strategy, the chief elected official and the local board can choose to negotiate levels based on specific economic, demographic, and other characteristics of the populations to be served in the local area [WIA Sec. 136(c)(2)]. Requests for negotiation should be made by December 17, 2004 to:

> Patrik Madaras
> Director of Evaluation
> 10 N. Senate Avenue
> Indianapolis, IN 46204

The request should include the proposed adjustments and the rationale for those adjustments. Data proposed to be used as the basis for adjustments must be of public use quality and should be submitted with the request. The request must be signed by the chief elected official.

DWD also continues three additional **system** goals: satisfied customers, increased earnings and increased skills. These are articulated in Indiana's United Strategic Five-Year Plan. We have set the following goals for PY'04:
- over half of our citizens and employers will rate us as above average or excellent,
- at least 154,000 individuals assisted by the one-stop system will have wage gains, and
- at least 7,000 individuals will have documented skill increases.

These measures will be assessed by local planning regions. The targeted number of wage gainers was established using historical information from the last three years and is unchanged for the state goal from PY'01. Adverse economic conditions precluded an increase in the target for PY'04. However, the targeted number of individuals with documented skill increases was raised by 1,000 as part of Indiana's commitment to developing the skills of Hoosiers. Goals for this measure were determined using the relative share of the PY'04 WIA allocation dedicated to each local planning region. These targets appear in the table below.

One-Stop System Measures		
Planning Region	Targeted # of Wage Gainers	Targeted # of Skill Increasers
Region 1	20,598	1,461
Region 2	10,173	551
Region 3	14,731	658
Region 4	6,214	272
Region 5	11,283	308
Region 6	18,953	713
Region 7	5,886	287
Region 8	29,253	1,466
Region 9	7,033	291
Region 10	10,903	377
Region 11	11,446	394
Region 12	7,527	222
Totals	154,000	7,000

These targets are minimum goals, but may be reduced if other local planning regions agree to make offsetting adjustments.
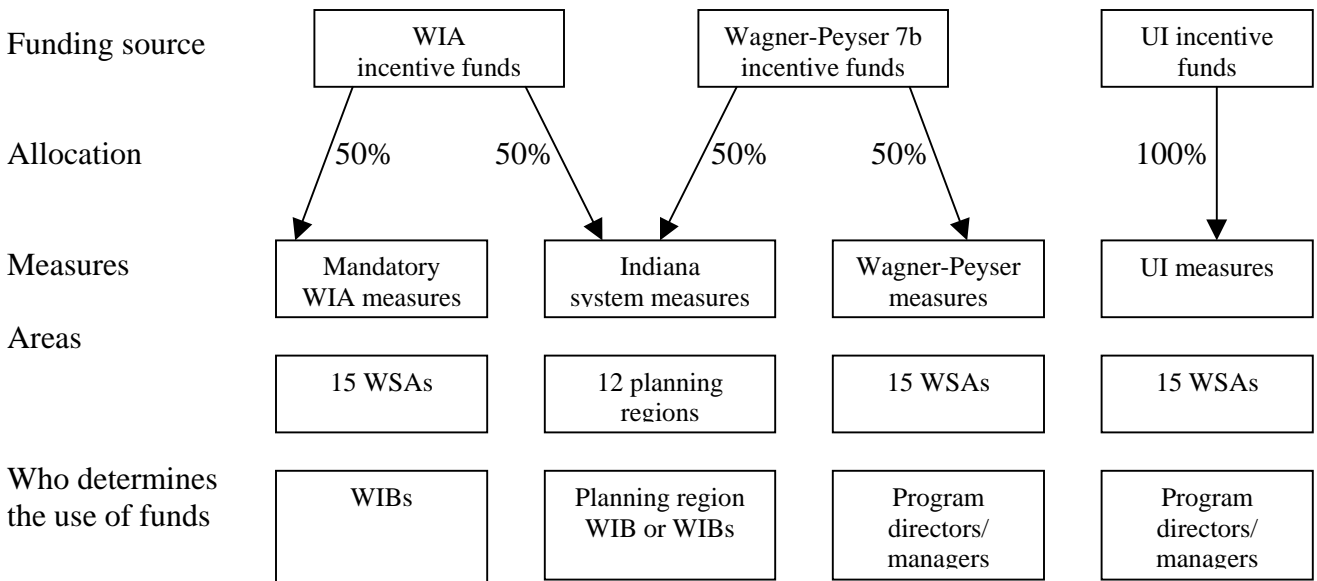
Another federal requirement is for states to provide incentive grants to local entities that demonstrate cooperation, coordination and exemplary performance under WIA.

> A State shall use funds...to carry out ...activities, which shall include... providing incentive grants to local areas for regional cooperation among local boards,...for local coordination..., and for exemplary performance by local areas on the local performance measures [WIA Section 134 (a)(2)(B)].

Indiana's incentive awards program for PY'04 performance will incorporate both the state's system goals as well as DOL's mandatory measures. Half of the WIA awards will be based upon the state's system goals and performance in the local planning regions. This award will be supplemented using Wagner-Peyser 7b funds.

One half of the Wagner-Peyser 7b funds earmarked for incentive awards will be added to the half of the WIA awards being used to reward regional cooperation. The remaining half of the Wagner-Peyser 7b funds earmarked for incentive awards will be used to reward state merit staff in WSAs that meet their customer satisfaction goals and four of five published Wagner-Peyser and Unemployment Insurance performance goals.

The other half of the WIA awards will be based upon DOL's mandatory adult, youth and dislocated worker measures and performance in the WSAs. This will emphasize exemplary performance on the local WIA performance measures. Awards will be made using PY'05 funds, and until we know our allocation, the actual amount available for awards will not be known. The graphic below summarizes Indiana's incentive award strategy for PY'04.

	Mandatory WIA measures	Indiana system measures	Wagner-Peyser measures	UI measures
Funding source	WIA incentive funds	(WIA / Wagner-Peyser 7b incentive funds)	Wagner-Peyser 7b incentive funds	UI incentive funds
Allocation	50%	50% / 50%	50%	100%
Measures	Mandatory WIA measures	Indiana system measures	Wagner-Peyser measures	UI measures
Areas	15 WSAs	12 planning regions	15 WSAs	15 WSAs
Who determines the use of funds	WIBs	Planning region WIB or WIBs	Program directors/ managers	Program directors/ managers

To receive an award for meeting the state's system goals, the local planning region must meet all three system goals for that region (customer satisfaction, wage gains and skill gains). Since WIA awards must be distributed to local Workforce Investment Boards (WIBs), in those instances where more than one WSA shares a local planning region the awards for meeting the system goals will be distributed proportionately to the WIBs. This will be based upon their individual contribution to the region's success (as measured by the number of wage gainers and skill increasers residing in each county).

The award for meeting the system goals must be used for enhancing one-stops. The actual initiative(s) will be determined by the WIB or WIBs in that planning region.

To be considered for an award for meeting the DOL mandatory measures, the WIB in each WSA must first meet all four WIA credential and diploma attainment rates (Adult Employment and Credential Rate, Dislocated Worker Employment and Credential Rate, Older Youth Credential Rate and Younger Youth Diploma Attainment Rate). This policy emphasizes Indiana's commitment to documented skill gains.

In addition, the WIB must also meet at least 14 of the 17 WIA measures. Note that Indiana and Wage Record Interchange System (WRIS) data will be used for evaluating all UI wage-based measures in PY'04. Awards will be distributed to successful WIBs based upon their relative share of the state's PY'04 WIA allocation formula.

As appropriate and necessary for compliance with federal rules and guidelines or other time sensitive requirements, DWD may set a firm deadline for response to inquiries or correspondence. If a WIB fails to meet these deadlines DWD may enforce a penalty of the loss of 10% of a total incentive award amount for a program year. DWD will give prior

notification to all WIBs as to when missing the deadline will subject the WIB to these sanctions.

As in previous program years, during PY '04 DWD staff will be conducting data validation visits to local WIBs. Data that is deemed invalid may require progressive steps toward corrective action to be taken. These steps may include technical assistance and required corrective action plans. Any incentive award that is based on data that is deemed to be invalid will result in the loss of that award. Any withholding of funds will be done in accordance with the DWD Sanctions Policy.

Effective Date:

Immediately.

Ending Date:

December 31, 2005.

Ownership:

DWD Evaluation Division.

Action:

Please inform your local staff of these changes and address any questions you may have regarding this policy to Patrik Madaras, Director of Evaluation, at 317-232-8537, or by email at pmadaras@dwd.state.in.us.

Attachment

Performance Measures

	Measure	Cohort	Calculation
One-Stop System Measures	**Citizen Satisfaction**	A sample of clients active in the Customer Self Service System (CS3) system during the program year (July 1, 2004– June 30, 2005).	The calculation is accomplished by averaging the three questions (on a scale of 1 to 10) for citizen or employer. The number with scores of 6.5 or higher will be divided by the total number of valid responses.
	Employer Satisfaction	A sample of employers with job orders active in the CS3 system during the program year (July 1, 2004 – June 30, 2005).	
	Skill Increasers	Individuals attaining a credential during the program year (July 1, 2004 – June 30, 2005) and found in one of the following databases: Participant Management Information System (PMIS), Trade Adjustment Act (TAA), Advance Indiana, or Certificate of Technical Achievement (CTA) database.	The number of clients attaining a credential (high school diploma or equivalency, associate degree, bachelor's degree, occupational skills license, occupational skills certification/credential, attain journeyman status, or other as described in local plan).
	Wage Gainers	Clients active in the Customer Self Service System (CS3) system in the previous program year (7/1/03 – 6/30/04).	1. Determine pre-program earnings by adding all wages in the 2 quarters preceding the quarter during which each individual registered (Prior2 + Prior3). 2. Determine post-program earnings by adding all wages in the 2nd and 3rd quarters following the registration quarter (Post2 +Post3). 3. Count the individuals with post-program wages greater than pre-program wages.

PY'04 Mandatory WIA Performance Standards

Note: Individuals exiting the program as institutionalized, health/medical or death are not calculated in the performance standards.

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Adult Entered Employment Rate	*Of those not employed at registration:* Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exit.	Adults exiting the program October 1, 2003 through September 30, 2004 whose labor force status at time of registration was not employed.	# of exiters with: Labor force status is not employed and Pgcd=1A and Post1>0	# of exiters with: Labor force status is not employed and Pgcd=1A
Adult Employment Retention Rate	*Of those who are employed in the first quarter after exit:* Number of adults who are employed in the third quarter after exit divided by the number of adults who exit.	Adults exiting the program April 1, 2003 through March 31, 2004 who were employed in the first quarter after the exit quarter.	# of exiters with: Pgcd=1A and Post1>0 and Post3>0	# of exiters with: Pgcd=1A and Post1>0
Adult Average Earnings Change	*Of those who are employed in the first quarter after exit:* Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit.	Adults exiting the program April 1, 2003 through March 31, 2004 who were employed in the first quarter after the exit quarter.	Exiters with: Pgcd=1A and post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Pgcd=1A and post1>0
Adult Employment and Credential Rate	*Of adults who received training services:* Number of adults who were employed in the first quarter after exit and received a credential by the third quarter after exit divided by the number of adults who exited.	Adults exiting the program October 1, 2003 through September 30, 2004 who have received training services.	Remove all E4 activities # of exiters with: pgcd=1A and (having Line code=15 or 20) and (Having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlicns, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: pgcd=1A and having Line code=15 or 20

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Dislocated Worker Entered Employment Rate	Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit.	Dislocated workers exiting the program October 1, 2003 through September 30, 2004.	# of exiters with: (pgcd=1R or 1D) and Post1>0	# of exiters with: pgcd=1R or 1D
Dislocated Worker Employment Retention Rate	*Of those who are employed in the first quarter after exit:* Number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit.	Dislocated workers exiting the program April 1, 2003 through March 31, 2004.	# of exiters with: (pgcd=1R or 1D) and Post3>0	# of exiters with: (pgcd=1R or 1D)
Dislocated Worker Earnings Replacement Rate	*Of those who are employed in the first quarter after exit:* Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by pre-dislocation earnings (earnings in quarters 2 + quarter 3 prior to dislocation). *Note: If the dislocation date is after the enrollment date, the enrollment date is used for the dislocation date).*	Dislocated workers exiting the program April 1, 2003 through March 31, 2004 who are employed in the first quarter after the exit quarter.	Exiters with: (Pgcd=1D or 1R) and Post1>0 Then perform following calculation: (sum of post2 + sum of post3)	Exiters with (Pgcd=1D or 1R) and Post1>0 Then perform following calculation: (sum of prior2 + sum of prior3)
Dislocated Worker Employment and Credential Rate	*Of dislocated workers who received training services:* Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited.	Dislocated workers exiting the program October 1, 2003 through September 30, 2004 who received training services.	Remove all E4 activities # of exiters with: (pgcd=1D or 1R) and and (Line code=15 or 20) and (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlicns, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: (pgcd=1D or 1R) and Line code=15 or 20

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Older Youth Entered Employment Rate	*Of those not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit:* Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of youth who exit.	Older youth exiting the program October 1, 2003 through September 30, 2004 who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the 1st quarter after exit.	# of exiters with: Age 19-21 in 1Y and (not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)) and Post1>0	# of exiters with: age 19-21 in pgcd 1Y and not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)
Older Youth Employment Retention Rate	*Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:* Number of older youth who are employed in third quarter after exit divided by the number of older youth who exit.	Older youth exiting the program April 1, 2003 through March 31, 2004 who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the 3rd quarter after exit.	Remove all activity records with line codes E4 or E5 # exiters with: Age 19-21 in 1Y and (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0 & Post3>0	Remove all activity records with line codes E4 or E5 # of exiters with: Age 19-21 in 1Y (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0
Older Youth Average Earnings Change	*Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:* Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit.	Older youth exiting the program April 1, 2003 through March 31, 2004 who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the 3rd quarter after the exit quarter.	Exiters with: Age 19 – 21 in 1Y and (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Age19–21 in 1Y (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0
Older Youth Credential Rate	Number of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit.	Older youth exiting the program October 1, 2003 through September 30, 2004.	# of exiters with: Age 19 – 21 in 1Y and ((post1>0 OR (postsecn is yes or advtrain is yes)) AND (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlicns, credentl, attain_ged))	Remove all activity records with line codes E4 or E5 # of exiters with: Age 19-21 in 1Y

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Younger Youth Skill Attainment Rate	Total number of goals attained by younger youth divided by the total number of goals set. (At least one and a maximum of three goals per year unless all goals have been met for the youth and the youth has been assessed to no longer be in need of basic skills, work readiness skills, or occupational skills goals). Successfully completed goals are count in the PY they are completed. Goals that are not successfully completed are counted in the PY one year after they are set.	All younger youth participants between April 1, 2004 and March 31, 2005.	Of those in the denominator, those goals attained during the quarters being reported and by the date due to be attained up to a total of three.	Participants Age 14-18 in pgcd 1Y: Count the number of goals assigned which were due to be completed (one year from registration date for first goal, one year from being set for all others unless exit date is first in which case it is due on exit date) during this reporting period, up to a total of three per registration year.
Younger Youth Diploma or Equivalent Rate	*Of those who register without a diploma or equivalent:* Number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program April 1, 2004 through March 31, 2005 who registered without a diploma or equivalent and who were not still in secondary school at the time of exit.	Remove all activity records with line codes E2, E3, E4 and remove records with highest grade >11 at registration # of exiters who received high school diploma or ged whose Age 14-18 in pgcd 1Y	Remove all activity records with line codes E2, E3, E4 and Remove records with highest grade > 11 at registration and exclude exit code 15 # of exiters: age 14-18 in 1Y
Younger Youth Retention Rate	Number of younger youth in one of the following categories in the third quarter after exit: post secondary education, advanced training, employment, military service, qualified apprenticeships divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program April 1, 2003 through March 31, 2004 who were not still in secondary school at exit.	# of exiters: age 14-18 in 1Y and (post1>0 OR postsecn is yes OR advtrain is yes OR military is yes OR aprentice is yes)	# of exiters: age 14-18 in 1Y exclude exit code 15

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Participant Customer Satisfaction	Satisfaction data collected from sampled participants via telephone interviews.	A sample of participants exiting the program January 1, 2004 through December 31, 2004.		
Employer Customer Satisfaction	Satisfaction data collected from sampled employers via telephone interviews.	A sample of employers utilizing the program January 1, 2004 through December 31, 2004.		

*Wage File Fields
Post1 is the wages in the first quarter after the exit date
Post2 is the wages in the second quarter after the exit date
Post3 is the wages in the 3rd quarter after the exit date
Post4 is the wages in the 4th quarter after the exit date
Prior2 is the wages in the 2nd quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1R
Prior3 is the wages in the 3rd quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1R

WIA Adjusted Performance Measures

Adult Entered Employment Rate					
WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	88.8%	84.3%	77.0%	84.3%	80.7%
CWI	85.2%	82.9%	77.0%	82.9%	80.0%
Northern	75.5%	68.8%	77.0%	75.2%	76.1%
Northeast	91.5%	91.1%	77.0%	91.1%	84.1%
Tecumseh	90.3%	85.4%	77.0%	85.4%	81.2%
North Central	91.3%	65.9%	77.0%	77.0%	77.0%
East Central	85.7%	90.8%	77.0%	85.7%	81.4%
Western	89.7%	84.2%	77.0%	84.2%	80.6%
Circle Seven	84.7%	84.8%	77.0%	84.7%	80.9%
Marion Co.	66.3%	68.3%	77.0%	68.3%	72.7%
Southeastern	83.2%	85.2%	77.0%	83.2%	80.1%
Shawnee Trace	83.3%	81.2%	77.0%	81.2%	79.1%
South Central	79.2%	79.7%	77.0%	79.2%	78.1%
Southwest	80.5%	78.3%	77.0%	78.3%	77.7%
Southern Seven	84.6%	71.0%	77.0%	77.0%	77.0%

Adult Employment Retention Rate					
WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	80.6%	84.8%	82.0%	82.0%	82.0%
CWI	87.8%	92.6%	82.0%	87.8%	84.9%
Northern	83.3%	82.4%	82.0%	82.4%	82.2%
Northeast	89.1%	86.6%	82.0%	86.6%	84.3%
Tecumseh	90.0%	82.3%	82.0%	82.3%	82.2%
North Central	82.5%	88.2%	82.0%	82.5%	82.3%
East Central	87.1%	81.3%	82.0%	82.0%	82.0%
Western	87.5%	75.6%	82.0%	82.0%	82.0%
Circle Seven	86.4%	90.7%	82.0%	86.4%	84.2%
Marion Co.	78.3%	82.0%	82.0%	82.0%	82.0%
Southeastern	85.8%	90.8%	82.0%	85.8%	83.9%
Shawnee Trace	91.3%	84.8%	82.0%	84.8%	83.4%
South Central	79.0%	81.0%	82.0%	81.0%	81.5%
Southwest	85.2%	88.6%	82.0%	85.2%	83.6%
Southern Seven	85.4%	87.3%	82.0%	85.4%	83.7%

Adult Average Earnings Change

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	$2,172	$4,550	$2,700	$2,700	$2,700
CWI	$2,100	$4,138	$2,700	$2,700	$2,700
Northern	$349	$1,550	$2,700	$1,550	$2,125
Northeast	$2,278	$2,817	$2,700	$2,700	$2,700
Tecumseh	$2,754	$3,627	$2,700	$2,754	$2,727
North Central	$2,032	$3,146	$2,700	$2,700	$2,700
East Central	$1,655	$2,941	$2,700	$2,700	$2,700
Western	$3,628	$5,188	$2,700	$3,628	$3,164
Circle Seven	$893	$768	$2,700	$893	$1,797
Marion Co.	$3,061	$1,755	$2,700	$2,700	$2,700
Southeastern	$1,787	$2,358	$2,700	$2,358	$2,529
Shawnee Trace	$2,609	$2,391	$2,700	$2,609	$2,655
South Central	$1,400	$2,775	$2,700	$2,700	$2,700
Southwest	$992	$1,631	$2,700	$1,631	$2,166
Southern Seven	$1,371	$2,566	$2,700	$2,566	$2,633

Adult Employment and Credential Rate

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	70.1%	73.1%	58.0%	70.1%	64.1%
CWI	46.2%	69.7%	58.0%	58.0%	58.0%
Northern	22.5%	56.5%	58.0%	56.5%	57.3%
Northeast	62.6%	69.7%	58.0%	62.6%	60.3%
Tecumseh	75.0%	73.5%	58.0%	73.5%	65.8%
North Central	42.1%	44.4%	58.0%	44.4%	51.2%
East Central	56.0%	73.0%	58.0%	58.0%	58.0%
Western	30.8%	54.5%	58.0%	54.5%	56.3%
Circle Seven	55.6%	72.2%	58.0%	58.0%	58.0%
Marion Co.	27.1%	41.8%	58.0%	41.8%	49.9%
Southeastern	82.8%	82.1%	58.0%	82.1%	70.1%
Shawnee Trace	58.5%	68.7%	58.0%	58.5%	58.3%
South Central	69.2%	61.5%	58.0%	61.5%	59.8%
Southwest	64.3%	59.3%	58.0%	59.3%	58.7%
Southern Seven	68.0%	56.5%	58.0%	58.0%	58.0%

Dislocated Worker Entered Employment Rate

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	90.4%	92.6%	81.0%	90.4%	85.7%
CWI	88.0%	88.4%	81.0%	88.0%	84.5%
Northern	76.2%	81.0%	81.0%	81.0%	81.0%
Northeast	96.4%	94.0%	81.0%	94.0%	87.5%
Tecumseh	91.7%	95.5%	81.0%	91.7%	86.4%
North Central	86.8%	91.1%	81.0%	86.8%	83.9%
East Central	93.0%	88.6%	81.0%	88.6%	84.8%
Western	94.6%	92.7%	81.0%	92.7%	86.9%
Circle Seven	83.9%	81.6%	81.0%	81.6%	81.3%
Marion Co.	88.1%	81.1%	81.0%	81.1%	81.1%
Southeastern	83.9%	100.0%	81.0%	83.9%	82.5%
Shawnee Trace	85.7%	86.8%	81.0%	85.7%	83.4%
South Central	78.6%	87.1%	81.0%	81.0%	81.0%
Southwest	90.8%	87.4%	81.0%	87.4%	84.2%
Southern Seven	92.3%	78.3%	81.0%	81.0%	81.0%

Dislocated Worker Employment Retention Rate

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	78.2%	93.1%	89.0%	89.0%	89.0%
CWI	94.5%	93.8%	89.0%	93.8%	91.4%
Northern	95.0%	91.5%	89.0%	91.5%	90.3%
Northeast	95.1%	95.2%	89.0%	95.1%	92.1%
Tecumseh	93.9%	95.2%	89.0%	93.9%	91.5%
North Central	87.9%	94.1%	89.0%	89.0%	89.0%
East Central	94.1%	64.0%	89.0%	89.0%	89.0%
Western	98.4%	66.7%	89.0%	89.0%	89.0%
Circle Seven	92.9%	71.6%	89.0%	89.0%	89.0%
Marion Co.	88.1%	55.1%	89.0%	88.1%	88.6%
Southeastern	96.2%	84.6%	89.0%	89.0%	89.0%
Shawnee Trace	95.2%	61.5%	89.0%	89.0%	89.0%
South Central	100.0%	50.0%	89.0%	89.0%	89.0%
Southwest	93.5%	35.7%	89.0%	89.0%	89.0%
Southern Seven	97.2%	44.4%	89.0%	89.0%	89.0%

Dislocated Worker Earnings Replacement Rate					
WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	95.2%	117.7%	90.0%	95.2%	92.6%
CWI	94.9%	110.3%	90.0%	94.9%	92.5%
Northern	80.6%	83.7%	90.0%	83.7%	86.9%
Northeast	74.9%	85.4%	90.0%	85.4%	87.7%
Tecumseh	96.6%	93.2%	90.0%	93.2%	91.6%
North Central	91.9%	101.8%	90.0%	91.9%	91.0%
East Central	85.7%	91.9%	90.0%	90.0%	90.0%
Western	87.5%	99.3%	90.0%	90.0%	90.0%
Circle Seven	81.1%	81.0%	90.0%	81.1%	85.6%
Marion Co.	83.9%	86.7%	90.0%	86.7%	88.4%
Southeastern	75.9%	110.0%	90.0%	90.0%	90.0%
Shawnee Trace	96.5%	101.0%	90.0%	96.5%	93.3%
South Central	115.8%	99.1%	90.0%	99.1%	94.6%
Southwest	90.0%	84.2%	90.0%	90.0%	90.0%
Southern Seven	111.9%	89.3%	90.0%	90.0%	90.0%

Dislocated Worker Employment and Credential Rate					
WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	72.6%	79.0%	55.0%	72.6%	63.8%
CWI	60.9%	71.7%	55.0%	60.9%	58.0%
Northern	13.7%	55.2%	55.0%	55.0%	55.0%
Northeast	61.6%	66.7%	55.0%	61.6%	58.3%
Tecumseh	66.7%	71.4%	55.0%	66.7%	60.9%
North Central	63.6%	52.9%	55.0%	55.0%	55.0%
East Central	54.7%	64.0%	55.0%	55.0%	55.0%
Western	40.4%	66.7%	55.0%	55.0%	55.0%
Circle Seven	52.4%	71.6%	55.0%	55.0%	55.0%
Marion Co.	21.2%	55.1%	55.0%	55.0%	55.0%
Southeastern	76.9%	84.6%	55.0%	76.9%	66.0%
Shawnee Trace	68.0%	61.5%	55.0%	61.5%	58.3%
South Central	71.4%	50.0%	55.0%	55.0%	55.0%
Southwest	56.5%	35.7%	55.0%	55.0%	55.0%
Southern Seven	72.2%	44.4%	55.0%	55.0%	55.0%

Older Youth Entered Employment Rate

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	75.0%	92.3%	65.0%	75.0%	70.0%
CWI	75.0%	100.0%	65.0%	75.0%	70.0%
Northern	53.3%	58.2%	65.0%	58.2%	61.6%
Northeast	57.1%	87.0%	65.0%	65.0%	65.0%
Tecumseh	54.5%	87.5%	65.0%	65.0%	65.0%
North Central	100.0%	52.9%	65.0%	65.0%	65.0%
East Central	90.3%	64.9%	65.0%	65.0%	65.0%
Western	100.0%	66.7%	65.0%	66.7%	65.9%
Circle Seven	100.0%	58.8%	65.0%	65.0%	65.0%
Marion Co.	60.5%	53.2%	65.0%	60.5%	62.8%
Southeastern	85.7%	87.5%	65.0%	85.7%	75.4%
Shawnee Trace	88.9%	69.2%	65.0%	69.2%	67.1%
South Central	100.0%	58.8%	65.0%	65.0%	65.0%
Southwest	55.6%	50.0%	65.0%	55.6%	60.3%
Southern Seven	66.7%	0.0%	65.0%	65.0%	65.0%

Older Youth Employment Retention Rate

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	76.7%	100.0%	78.0%	78.0%	78.0%
CWI	100.0%	85.7%	78.0%	85.7%	81.9%
Northern	77.8%	66.7%	78.0%	77.8%	77.9%
Northeast	100.0%	83.3%	78.0%	83.3%	80.7%
Tecumseh	71.4%	90.0%	78.0%	78.0%	78.0%
North Central	66.7%	86.7%	78.0%	78.0%	78.0%
East Central	86.7%	65.0%	78.0%	78.0%	78.0%
Western	85.7%	88.2%	78.0%	85.7%	81.9%
Circle Seven	100.0%	54.5%	78.0%	78.0%	78.0%
Marion Co.	84.8%	67.3%	78.0%	78.0%	78.0%
Southeastern	85.7%	100.0%	78.0%	85.7%	81.9%
Shawnee Trace	100.0%	90.9%	78.0%	90.9%	84.5%
South Central	100.0%	66.7%	78.0%	78.0%	78.0%
Southwest	100.0%	80.0%	78.0%	80.0%	79.0%
Southern Seven	100.0%	0.0%	78.0%	78.0%	78.0%

Older Youth Average Earnings Change

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	$3,799	$3,979	$2,550	$3,799	$3,175
CWI	$2,627	$2,661	$2,550	$2,627	$2,589
Northern	$2,332	$419	$2,550	$2,332	$2,441
Northeast	$4,295	$3,041	$2,550	$3,041	$2,796
Tecumseh	$4,019	$642	$2,550	$2,550	$2,550
North Central	$2,642	$4,271	$2,550	$2,642	$2,596
East Central	$4,393	$2,179	$2,550	$2,550	$2,550
Western	$4,808	$3,449	$2,550	$3,449	$3,000
Circle Seven	$7,394	$1,847	$2,550	$2,550	$2,550
Marion Co.	$2,229	$1,816	$2,550	$2,229	$2,390
Southeastern	$4,406	$4,201	$2,550	$4,201	$3,376
Shawnee Trace	$2,715	$3,135	$2,550	$2,715	$2,633
South Central	$2,487	$1,977	$2,550	$2,487	$2,519
Southwest	$1,897	$1,788	$2,550	$1,897	$2,224
Southern Seven	$4,101	$0	$2,550	$2,550	$2,550

Older Youth Credential Rate

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	46.7%	83.3%	45.0%	46.7%	45.9%
CWI	17.6%	85.7%	45.0%	45.0%	45.0%
Northern	25.0%	1.7%	45.0%	25.0%	35.0%
Northeast	52.9%	62.8%	45.0%	52.9%	49.0%
Tecumseh	38.5%	75.0%	45.0%	45.0%	45.0%
North Central	100.0%	17.4%	45.0%	45.0%	45.0%
East Central	50.0%	41.7%	45.0%	45.0%	45.0%
Western	37.5%	48.1%	45.0%	45.0%	45.0%
Circle Seven	50.0%	9.5%	45.0%	45.0%	45.0%
Marion Co.	16.7%	19.3%	45.0%	19.3%	32.2%
Southeastern	55.6%	63.6%	45.0%	55.6%	50.3%
Shawnee Trace	33.3%	23.3%	45.0%	33.3%	39.2%
South Central	0.0%	15.0%	45.0%	15.0%	30.0%
Southwest	0.0%	22.0%	45.0%	22.0%	33.5%
Southern Seven	50.0%	0.0%	45.0%	45.0%	45.0%

Younger Youth Skill Attainment Rate

WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	76.6%	94.5%	77.0%	77.0%	77.0%
CWI	76.7%	88.3%	77.0%	77.0%	77.0%
Northern	37.4%	71.5%	77.0%	71.5%	74.3%
Northeast	97.4%	96.6%	77.0%	96.6%	86.8%
Tecumseh	59.5%	73.1%	77.0%	73.1%	75.1%
North Central	65.7%	56.6%	77.0%	65.7%	71.4%
East Central	65.2%	88.5%	77.0%	77.0%	77.0%
Western	67.9%	92.0%	77.0%	77.0%	77.0%
Circle Seven	93.3%	91.1%	77.0%	91.1%	84.1%
Marion Co.	85.0%	87.9%	77.0%	85.0%	81.0%
Southeastern	82.8%	76.6%	77.0%	77.0%	77.0%
Shawnee Trace	79.2%	82.7%	77.0%	79.2%	78.1%
South Central	100.0%	86.7%	77.0%	86.7%	81.9%
Southwest	12.9%	72.7%	77.0%	72.7%	74.9%
Southern Seven	76.9%	68.1%	77.0%	76.9%	77.0%

Younger Youth Diploma or Equivalent Rate

WSA	PY'01	PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	61.3%	83.1%	55.0%	61.3%	58.2%
CWI	61.9%	85.0%	55.0%	61.9%	58.5%
Northern	5.2%	22.0%	55.0%	22.0%	38.5%
Northeast	80.0%	89.1%	55.0%	80.0%	67.5%
Tecumseh	46.7%	57.1%	55.0%	55.0%	55.0%
North Central	45.5%	0.0%	55.0%	45.5%	50.3%
East Central	60.9%	64.0%	55.0%	60.9%	58.0%
Western	50.0%	58.8%	55.0%	55.0%	55.0%
Circle Seven	70.0%	69.2%	55.0%	69.2%	62.1%
Marion Co.	31.3%	32.2%	55.0%	32.2%	43.6%
Southeastern	52.9%	62.5%	55.0%	55.0%	55.0%
Shawnee Trace	47.6%	58.1%	55.0%	55.0%	55.0%
South Central	54.5%	61.9%	55.0%	55.0%	55.0%
Southwest	10.0%	51.4%	55.0%	51.4%	53.2%
Southern Seven	62.5%	31.3%	55.0%	55.0%	55.0%

Younger Youth Retention Rate					
WSA	Actual PY'01	Actual PY'02	Departure Point	Selected Level	PY'04 Standard
Northwest	51.2%	41.0%	55.0%	51.2%	53.1%
CWI	90.9%	77.3%	55.0%	77.3%	66.2%
Northern	55.6%	45.4%	55.0%	55.0%	55.0%
Northeast	85.7%	53.6%	55.0%	55.0%	55.0%
Tecumseh	64.3%	61.1%	55.0%	61.1%	58.1%
North Central	66.7%	66.7%	55.0%	66.7%	60.9%
East Central	72.6%	50.5%	55.0%	55.0%	55.0%
Western	70.6%	59.0%	55.0%	59.0%	57.0%
Circle Seven	57.1%	60.9%	55.0%	57.1%	56.1%
Marion Co.	52.8%	51.2%	55.0%	52.8%	53.9%
Southeastern	67.9%	73.1%	55.0%	67.9%	61.5%
Shawnee Trace	55.0%	77.1%	55.0%	55.0%	55.0%
South Central	75.0%	55.6%	55.0%	55.6%	55.3%
Southwest	57.9%	50.0%	55.0%	55.0%	55.0%
Southern Seven	36.4%	61.1%	55.0%	55.0%	55.0%

Customer Satisfaction	
	PY'04 Standard
Participant	72.0
Employer	70.0